

Tools for Inclusion for Fostering Workforce Resilience



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COLLEGE OF FOOD, AGRICULTURAL,
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The Ohio AgrAbility Program

The AgrAbility Project is funded through USDA-NIFA to assist people with disabilities employed in agriculture and provide practical education and assistance promoting independence in agricultural production and rural living.



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Agriculture in Ohio is Big Bu\$iness

- Large and leading industry in the state
- 75,000 farms – 91% individual / family owned
- Average age of an Ohio farmer is 57 yrs
- Health of farmer critical to survival of the business



The Culture of Ohio AgriCulture

Family farms are multi – generational

- 2, 3, even 4 generations

Multi-cultural:

- Amish cultures
- Migrant farm workers



The Culture of Ohio AgriCulture

Small and large farms, all using various forms of technology for their agricultural practices



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Production Agriculture Is a Unique Work Environment



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Injuries Faced by Farmers

- Head injury
- Paralysis
- Amputation
- Cut / caught in
- Blunt trauma
- Sprain / strain
- Secondary Injuries



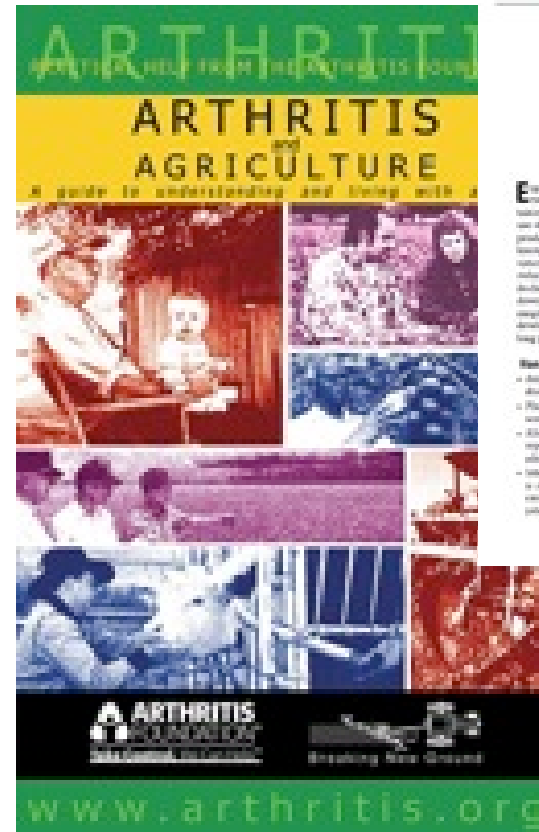
Health Issues Faced by Farmers

- Arthritis
- Hip and knee replacement
- Cardiac health
- Stroke
- Diabetes
- Cancer
- Respiratory issues



No – Cost Services to Farmers

- Worksite modifications
- Identifying adaptive tools
- Accessibility issues
- Assistive technologies
- Health and safety information
- Secondary injury prevention



Ohio Agriculture Fact Sheet Series

Secondary Injury Prevention: Ergonomics for the Farm

Dr. Dan Apples, Assistant Professor, State College/Oberlin, Agriculture, Safety and Health,
Faculty, Agriculture and Biological Engineering, The Ohio State University
Don McNamee, Ohio Agriculture Program Coordinator, Agricultural Safety and Health,
Faculty, Agriculture and Biological Engineering, The Ohio State University
Shirley Pickett, Student Intern, Agricultural Safety and Health,
Faculty, Agriculture and Biological Engineering, The Ohio State University

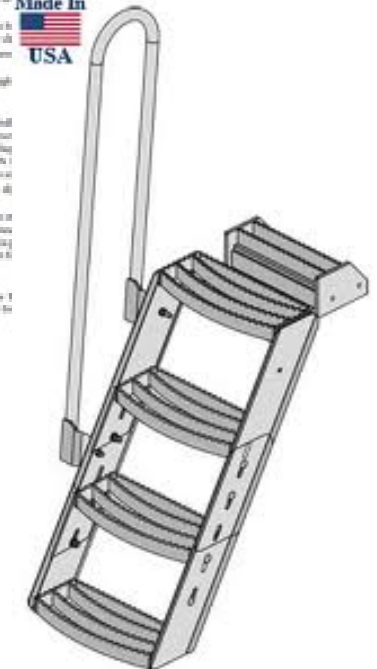
Ergonomics is the science of designing the job, equipment, and workplace to fit the worker while maintaining the efficiency of people in the workplace. The use of ergonomics helps workers with coordination, and production, improving work posture, reducing stress, and increasing productivity. The following information is a guide to understanding and living with arthritis in the workplace.

Hand/Work

- Avoid placing repeated loads or other forces above shoulder height.
- Place frequently used items within 17 inches of the worker.
- Alternate low-repetition tasks with tasks that require repetitive motions, such as the grinding or welding, for adequate recovery from the repetitive motion tasks.
- Integrate rest and recovery into the work cycle and keep it reduced the sitting down while working. Working coverage is well above the walking level. The best jobs are those that allow workers to do different types of work, changing from sitting to standing and back again.

Hand Tools

- When tools require force, hand the hand to grip all the way across the knuckle and thumb. Working distance should range from 17 to 21 inches for ergonomic tools.
- Control handles with smooth, all-grades or rubber.
- Dual-handled tools like chains or a handle length of at least 12 inches, spring tension to maintain a grip that is almost straight without it.



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No – Cost Services to Farmers

- Prioritizing specific obstacles for the season
- Helping to find solutions to meet specific needs
- Utilizing best practices
- Identification of assistive technology needs
- Applying Universal Design concepts
- Process development



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Creating a productive and safe work environment

Mobility

- Standing Wheel Chair
- Mobility Scooter
- ATV / UTV



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Creating a productive and safe work environment

- Lifts



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Creating a productive and safe work environment

- Steps
- Hand controls
- Steering



Creating a productive and safe work environment

- Quick – Attach
- Hitching Devices
- Ag Cams
- Seating



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Creating a productive and safe work environment

Job Accommodations

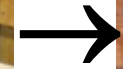
- Anti - Fatigue mats
- Stools / Utility Carts
- Task lighting



Creating a productive and safe work environment

Job Accommodations

- Tool / parts storage
- Hoist / lifting devices
- Wash areas

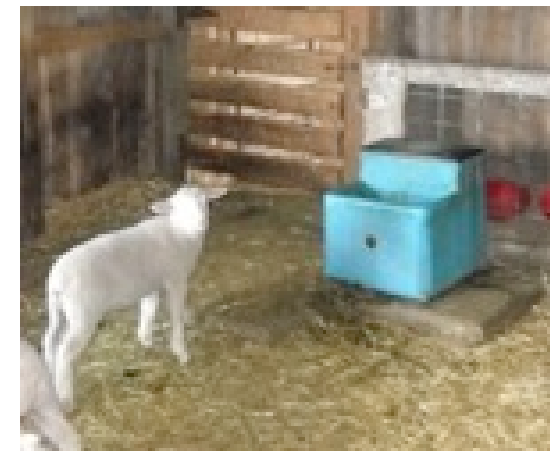


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Creating a productive and safe work environment

Job Accommodations: Livestock

- Modify handling processes
- Livestock handling equipment
- Feed / Water processes
- Corral systems



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Easterseals Today

Today and every day, Easterseals offers indispensable resources to more than a million people and families living with a disability annually. Our best in class, inclusive services are provided through a network of 73 local Easterseals in communities nationwide, along with four international partners in Australia, Mexico, Puerto Rico and Canada. Easterseals offers hundreds of home and community based services and supports—categorized into five distinct support areas: Live, Learn, Work, Play and Act.

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Who do we serve?

People with disabilities

People with economic and educational disadvantages

People who have served in the military

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What can we do to help you?

Easterseals provides comprehensive assessment, job readiness training, job development (both traditional and customized), as well as follow up for at least one year.

We provide job coaching (when needed) for individuals in new employment for up to 3 months.

We help to create task lists and other accommodations on the job in order to ensure success.

Outcomes



Outcomes



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Agriculture Training Programs

- Farm training programs envisioned to develop small farms and social enterprises.
- Goal: Train workers for farm and greenhouse jobs.



Need for training resources

- Most clients and/or job coaches didn't have farm, garden or greenhouse experience.
- Basic training resources not available.



Job aids

- In 2013, a list of 35+ tasks was created.
- Tasks were based on day-to-day operations for basic vegetable farm.

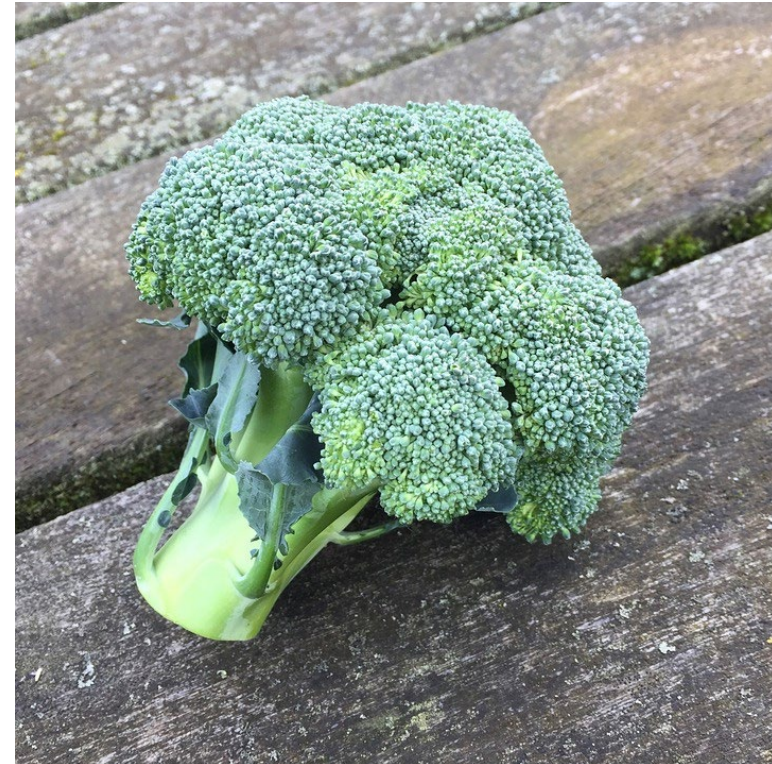


Job aids

First two created:

Seeding trays

Harvesting broccoli



Project stopped, reinitiated in 2017

- **OSUE Summit County partnered with Hattie Larlham.**
- **Hattie's Gardens unexpectedly closed in late 2017.**



So.....

- **OSUE partnered with Let's Grow Akron, Master Gardener Volunteers, and Rainbow Farms.**
- **Pared down the number of job aids needed to those that would be accomplished by client.**

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Lessons learned

There are many ways to complete farm tasks. How do you pick one way?

Careful timing needed to stage photos.

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Where can I find more information about AgrAbility and this collaborative project?

- Dee Jepsen (.4)
- Laura Akgerman (.4)
- Lisa Pfeifer (.6)
- Jacqueline Kowalski (.124)
- Gary Pottebaum
gpottebaum@eastersealsgc

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Utilizing Assistive Technology

Utilizing assistive technology concepts for farmers with a limiting or disabling condition.



Promoting success in agriculture for Ohio's farmers and farm families who are coping with a disability or long term health condition.

The Ohio AgrAbility Program is part of a national program from the U.S. Department of Agriculture that promotes independence for people in agriculture who want to continue to farm after experiencing a disabling condition. The Ohio State University has partnered with Easter Seals to achieve the program's goals by providing education, resources, and technical assistance to those individuals and their families so they may continue to be successful in agriculture.



Ohio AgrAbility: Building Independence Through Agriculture

Join us **Tuesday February 26, 2019** for a one-day workshop and learn how agriculture and horticulture can be a viable work option for individuals with developmental disabilities.

Workshop goals:

- Present information to **connect disability services professionals** and their clients with farmers and agricultural employers, and overcome barriers to employment
- Provide a list of **resources for potential funding** of adaptive equipment and modifications, Assistive Technology, job and technical support
- Highlight the exceptional skills and abilities of this population, and discuss **the advantages of hiring a person with a disability** (tax incentives, ~~reliability, loyalty/longevity~~)

When the focus shifts from disability to ability, everyone benefits

Time: 9:00 am – 4:15 pm

Location: Nationwide and Farm Bureau 4-H Center, 2201 Fred Taylor Drive, Columbus, OH 43210

Contact information: Laura Akgerman, Disability Services Coordinator, 614-292-0622, Akgerman.4@osu.edu

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